Identify key questions you might use in your collaborative conversation.

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| **Key Areas** | **Observation Notes** |
| * Purpose of the Coaching Conversation | * *Provide focus for Iowa Rapidly Improving Schools (IRIS) participants in determining their most effective interventions – those with the greatest potential and overall success.* |
| * ***O****bjective Questions* * The “what” * Invitation to the conversation | * *What specific interventions do you see as the most promising?* * *What interventions provide the greatest buy in from your staff?* |
| * *Reflective Questions* * The “what about the what” * Emotional | * *How do you feel about the successes from the most successful interventions?* * *How do you feel about the least successful interventions?* |
| * ***I****nterpretive Questions* * The “so what” * Brainstorming | * *What do you want the staff and students to achieve from the amount of time spent on systemic intervention activities?* |
| * ***D****ecisional Questions* * The “now what” * Identifies specifics “next steps” to be taken | * *What kinds of supports can the IRIS consultants provide to assist you?* * *What kinds of supports can the other IRIS participants provide to assist you?* |
| * *Based on the Decision, what are the responsibilities of the administrator?* | *The local principals or team leaders will need to work with their respective leadership teams to triage the host of interventions that have been attempted, determine the most and least successful, and prioritize them based upon staff buy-in and learner outcomes.* |
| * *Based on the Decision, what are my responsibilities?* | * *As the project director, I need to connect with the teams to determine their progress and need for support. Also need to conduct on-site visits as a team participant in meetings to determine integrity of implementation of the coaching questions with the team members.* |

**Reflection on the Collaborative Conversation**

**Name: Mark Draper**

**Date: December 16, 2009**

**Reflect on the collaborative conversation you completed with the administrator:**

**What impact did planning for the conversation, including the development of the ORID questions, have on the coaching conference itself?**

***The coaching conversation seemed less confrontational and more supportive by using the ORID process…setting and initial tone of support and helping to dig deeper into the prioritization of interventions.***

**What was most challenging for you during the conversation? Most pleasing?**

***Listening and not offering opinions is always a challenge.***

***Most pleasing was the team leader’s excitement in validating that they had data to determine the interventions with greatest and least success/potential.***

**What might be some things you would do differently/the same in your next conversation?**

***The conversation can be varied depending on the degree of integrity a team brings to the table. Similarly, conversations will need to be more supportive in situations where teams have a laundry list of interventions with minimal success and implementation fidelity.***

**What techniques will you specifically address in your next coaching conversation?**

***The “now what” steps leaving a team with an action plan or road map to next steps.***